

SY 2026-2027



Norfolk Public Schools
The cornerstone of a proudly diverse community

Salaries and Wages

THE DEPARTMENT OF HUMAN RESOURCES

Dr. Sherry Agnew-Scott, Chief Human Resources Officer

Revised September 4, 2026

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Teacher Salary Scales | SY 2026-2027

Teacher Salary Scales SY 2026-2027														
	10 Month Teacher Contracts				10.5 Month Teacher Contracts				11 Month Teacher Contracts			12 Month Teacher Contracts		
	200 Days 7.33 Hours	200 Days 7.33 Hours	200 Days 7.5 Hours	200 Days 7.5 Hours	210 Days 7.33 Hours	210 Days 7.5 Hours	210 Days 7.5 Hours	210 Days 7.5 Hours	220 Days 7.33 Hours	220 Days 7.5 Hours	220 Days 8 Hours	240 Days 7.33 Hours	240 Days 7.5 Hours	240 Days 8 Hours
Steps	Without Bachelor's	Bachelor's Degree	Without Bachelor's	Bachelor's Degree	Without Bachelor's	Bachelor's Degree	Without Bachelor's	Bachelor's Degree	Bachelor's Degree	Bachelor's Degree	Bachelor's Degree	Bachelor's Degree	Bachelor's Degree	Bachelor's Degree
1	\$54,733	\$62,492	\$55,810	\$60,537	\$57,494	\$62,346	\$58,627	\$63,590	\$65,340	\$66,643	\$70,477	\$70,774	\$72,171	\$76,279
2	\$56,359	\$62,842	\$57,467	\$62,336	\$59,202	\$64,198	\$60,369	\$65,478	\$67,281	\$68,622	\$72,570	\$72,876	\$74,314	\$78,545
3	\$57,626	\$63,192	\$58,761	\$63,738	\$60,535	\$65,643	\$61,727	\$66,952	\$68,795	\$70,167	\$74,203	\$74,516	\$75,987	\$80,312
4	\$58,170	\$63,542	\$59,305	\$64,282	\$61,078	\$66,187	\$62,270	\$67,496	\$69,338	\$70,711	\$74,747	\$75,060	\$76,530	\$80,856
5	\$58,713	\$63,892	\$59,848	\$64,825	\$61,649	\$66,757	\$62,841	\$68,066	\$69,936	\$71,309	\$75,345	\$76,293	\$77,791	\$82,193
6	\$59,080	\$64,242	\$60,224	\$65,238	\$62,035	\$67,181	\$63,234	\$68,500	\$70,379	\$71,762	\$75,830	\$76,778	\$78,285	\$82,723
7	\$59,451	\$64,592	\$60,602	\$65,654	\$62,423	\$67,607	\$63,632	\$68,936	\$70,827	\$72,220	\$76,317	\$77,265	\$78,785	\$83,255
8	\$59,947	\$64,942	\$61,109	\$66,214	\$62,944	\$68,180	\$64,166	\$69,524	\$71,428	\$72,834	\$76,972	\$77,920	\$79,456	\$83,971
9	\$60,449	\$65,292	\$61,624	\$66,777	\$63,471	\$68,760	\$64,705	\$70,116	\$72,035	\$73,454	\$77,635	\$78,582	\$80,133	\$84,692
10	\$61,208	\$66,321	\$62,401	\$67,632	\$64,269	\$69,636	\$65,521	\$71,013	\$72,953	\$74,395	\$78,638	\$79,585	\$81,158	\$85,786
11	\$61,980	\$67,168	\$63,190	\$68,500	\$65,079	\$70,528	\$66,350	\$71,925	\$73,886	\$75,350	\$79,656	\$80,602	\$82,201	\$86,897
12	\$62,763	\$68,030	\$63,992	\$69,380	\$65,902	\$71,431	\$67,191	\$72,849	\$74,833	\$76,318	\$80,689	\$81,636	\$83,256	\$88,026
13	\$63,823	\$69,194	\$65,076	\$70,572	\$67,013	\$72,654	\$68,329	\$74,101	\$76,114	\$77,630	\$82,088	\$83,034	\$84,688	\$89,550
14	\$64,903	\$70,383	\$66,181	\$71,788	\$68,149	\$73,902	\$69,491	\$75,378	\$77,422	\$78,968	\$83,515	\$84,459	\$86,146	\$91,106
15	\$66,006	\$71,595	\$67,310	\$73,029	\$69,307	\$75,175	\$70,674	\$76,680	\$78,755	\$80,332	\$84,969	\$85,913	\$87,635	\$92,694
16	\$67,131	\$72,832	\$68,460	\$74,293	\$70,487	\$76,472	\$71,883	\$78,008	\$80,114	\$81,723	\$86,454	\$87,397	\$89,152	\$94,313
17	\$68,277	\$74,093	\$69,633	\$75,584	\$71,690	\$77,797	\$73,115	\$79,363	\$81,502	\$83,143	\$87,967	\$88,911	\$90,702	\$95,965
18	\$69,448	\$75,378	\$70,831	\$76,900	\$72,920	\$79,147	\$74,371	\$80,745	\$82,916	\$84,590	\$89,512	\$90,454	\$92,280	\$97,649
19	\$70,641	\$76,690	\$72,051	\$78,242	\$74,172	\$80,525	\$75,655	\$82,155	\$84,360	\$86,067	\$91,087	\$92,030	\$93,891	\$99,367
20	\$71,857	\$78,029	\$73,297	\$79,611	\$75,450	\$81,930	\$76,962	\$83,592	\$85,831	\$87,573	\$92,693	\$93,634	\$95,534	\$101,120
21	\$73,100	\$79,394	\$74,568	\$81,008	\$76,754	\$83,363	\$78,296	\$85,058	\$87,333	\$89,109	\$94,332	\$95,272	\$97,210	\$102,908
22	\$74,365	\$80,786	\$75,863	\$82,432	\$78,083	\$84,824	\$79,657	\$86,554	\$88,865	\$90,677	\$96,003	\$96,944	\$98,920	\$104,732
23	\$75,658	\$82,206	\$77,185	\$83,885	\$79,439	\$86,316	\$81,044	\$88,080	\$90,427	\$92,275	\$97,709	\$98,648	\$100,663	\$106,592
24	\$76,975	\$83,654	\$78,534	\$85,368	\$80,824	\$87,837	\$82,460	\$89,636	\$92,020	\$93,905	\$99,448	\$100,386	\$102,442	\$108,489
25	\$78,318	\$85,132	\$79,908	\$86,880	\$82,235	\$89,388	\$83,903	\$91,224	\$93,645	\$95,568	\$101,221	\$102,158	\$104,256	\$110,423
26	\$79,690	\$86,638	\$81,311	\$88,422	\$83,674	\$90,971	\$85,376	\$92,843	\$95,302	\$97,264	\$103,031	\$103,967	\$106,105	\$112,397
27	\$81,087	\$88,176	\$82,741	\$89,994	\$85,142	\$92,585	\$86,878	\$94,494	\$96,994	\$98,993	\$104,877	\$105,812	\$107,994	\$114,410
28	\$82,514	\$89,744	\$84,200	\$91,599	\$86,639	\$94,231	\$88,410	\$96,178	\$98,719	\$100,758	\$106,758	\$107,693	\$109,918	\$116,463
29	\$83,969	\$91,343	\$85,689	\$93,236	\$88,167	\$95,910	\$89,972	\$97,897	\$100,478	\$102,559	\$108,679	\$109,613	\$111,882	\$118,558
30	\$85,823	\$93,383	\$87,587	\$95,321	\$90,114	\$98,051	\$91,966	\$100,088	\$102,721	\$104,854	\$111,126	\$112,059	\$114,385	\$121,230

Advanced Degree Stipends Awarded on an Annual Basis

Master's Degree	\$3,500
Master's Degree Plus 30 Hours	\$5,400
Doctoral Degree	\$7,800

Note: Steps do not equate to years of experience.

11-Month Administrator Salary Scales | SY 2026-2027

7.5 Hours per Day | 220 Days per Year

Steps	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	EXEC
1	\$49,461	Grade Not Currently in Use	Grade Not Currently in Use	\$55,817	Grade Not Currently in Use	\$61,060	\$63,173	Grade Not Currently in Use	Grade Not Currently in Use	Grade Not Currently in Use	Grade Not Currently in Use	Grade Not Currently in Use	Grade Not Currently in Use	Grade Not Currently in Use	Grade Not Currently in Use	Grade Not Currently in Use	Grade Not Currently in Use
2	\$50,930			\$57,475		\$62,873	\$65,050										
3	\$52,076			\$58,767		\$64,289	\$66,514										
4	\$52,620			\$59,311		\$64,349	\$67,058										
5	\$53,218			\$59,909		\$64,947	\$67,655										
6	\$54,068			\$60,892		\$66,031	\$68,795										
7	\$54,933			\$61,895		\$67,136	\$69,955										
8	\$55,816			\$62,917		\$68,262	\$71,139										
9	\$56,717			\$63,960		\$69,413	\$72,347										
10	\$57,636			\$65,023		\$70,587	\$73,578										
11	\$58,574			\$66,109		\$71,783	\$74,835										
12	\$59,530			\$67,216		\$73,004	\$76,116										
13	\$60,505			\$68,347		\$74,248	\$77,423										
14	\$61,499			\$69,498		\$75,519	\$78,756										
15	\$62,516			\$70,672		\$76,814	\$80,116										
16	\$63,550			\$71,871		\$78,135	\$81,505										
17	\$64,607			\$73,092		\$79,483	\$82,918										
18	\$65,683			\$74,339		\$80,858	\$84,363										
19	\$66,782			\$75,611		\$82,259	\$85,834										
20	\$67,904			\$76,908		\$83,689	\$87,336										
21	\$69,046			\$78,231		\$85,149	\$88,868										
22	\$70,211			\$79,580		\$86,635	\$90,429										
23	\$71,399			\$80,957		\$88,154	\$91,990										
24	\$72,614			\$82,360		\$89,701	\$93,649										
25	\$73,850			\$83,793		\$91,281	\$95,306										
26	\$75,112			\$85,254		\$92,890	\$96,997										
27	\$76,399			\$86,743		\$94,532	\$98,721										
28	\$77,713			\$88,263		\$96,207	\$100,480										
29	\$79,051			\$89,812		\$97,916	\$102,276										
30	\$80,418			\$91,393		\$99,660	\$104,105										

Degree Stipends Awarded on an Annual Basis

Master's Degree Plus 30 Hours Stipend

\$1,836

Doctoral Degree Stipend

\$3,672

Note: Steps do not equate to years of experience.

12-Month Administrator Salary Scales | SY 2026-2027

7.5 Hours per Day | 252 Days per Year

Steps	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	EXEC
1	\$55,920	\$58,188	\$60,568	\$63,070	\$65,696	\$68,455	\$71,348	\$74,387	\$77,580	\$80,934	\$84,452	\$88,149	\$92,027	\$96,102	\$100,380	\$104,872	\$112,574
2	\$57,581	\$59,916	\$62,367	\$64,944	\$67,648	\$70,488	\$73,468	\$76,596	\$79,884	\$83,338	\$86,961	\$90,767	\$94,761	\$98,956	\$103,361	\$107,987	\$115,917
3	\$58,876	\$61,265	\$63,770	\$66,406	\$69,170	\$72,074	\$75,120	\$78,320	\$81,683	\$85,213	\$88,918	\$92,810	\$96,894	\$101,184	\$105,688	\$110,418	\$118,527
4	\$59,419	\$61,808	\$64,314	\$66,949	\$69,714	\$72,618	\$75,664	\$78,863	\$82,227	\$85,757	\$89,461	\$93,352	\$97,437	\$101,727	\$106,232	\$110,961	\$119,070
5	\$60,372	\$62,804	\$65,354	\$68,037	\$70,852	\$73,808	\$76,908	\$80,165	\$83,589	\$87,183	\$90,954	\$94,916	\$99,074	\$103,440	\$108,026	\$112,841	\$120,759
6	\$61,344	\$63,826	\$66,426	\$69,163	\$72,034	\$75,051	\$78,211	\$81,535	\$85,026	\$88,692	\$92,538	\$96,579	\$100,821	\$105,275	\$109,952	\$114,864	\$122,394
7	\$62,337	\$64,868	\$67,521	\$70,311	\$73,240	\$76,316	\$79,540	\$82,931	\$86,492	\$90,231	\$94,154	\$98,276	\$102,601	\$107,145	\$111,916	\$116,925	\$124,607
8	\$63,348	\$65,930	\$68,636	\$71,483	\$74,469	\$77,607	\$80,897	\$84,354	\$87,986	\$91,801	\$95,803	\$100,006	\$104,419	\$109,053	\$113,920	\$119,030	\$126,864
9	\$64,381	\$67,013	\$69,774	\$72,677	\$75,723	\$78,925	\$82,280	\$85,806	\$89,511	\$93,401	\$97,483	\$101,771	\$106,271	\$110,999	\$115,963	\$121,175	\$129,742
10	\$65,434	\$68,120	\$70,934	\$73,896	\$77,003	\$80,269	\$83,691	\$87,287	\$91,067	\$95,035	\$99,198	\$103,573	\$108,163	\$112,985	\$118,047	\$123,364	\$132,693
11	\$66,508	\$69,246	\$72,119	\$75,139	\$78,309	\$81,639	\$85,130	\$88,799	\$92,654	\$96,702	\$100,949	\$105,410	\$110,091	\$115,010	\$120,174	\$125,597	\$135,716
12	\$67,603	\$70,398	\$73,326	\$76,408	\$79,641	\$83,037	\$86,599	\$90,341	\$94,271	\$98,401	\$102,732	\$107,282	\$112,059	\$117,076	\$122,342	\$127,874	\$138,816
13	\$68,721	\$71,570	\$74,558	\$77,702	\$80,999	\$84,464	\$88,096	\$91,913	\$95,923	\$100,134	\$104,552	\$109,194	\$114,066	\$119,183	\$124,555	\$130,198	\$141,992
14	\$69,862	\$72,768	\$75,815	\$79,021	\$82,384	\$85,919	\$89,623	\$93,517	\$97,606	\$101,902	\$106,409	\$111,144	\$116,113	\$121,333	\$126,812	\$132,567	\$145,250
15	\$71,024	\$73,988	\$77,095	\$80,366	\$83,797	\$87,402	\$91,180	\$95,152	\$99,324	\$103,706	\$108,301	\$113,130	\$118,199	\$123,524	\$129,113	\$134,983	\$148,587
16	\$72,209	\$75,232	\$78,402	\$81,738	\$85,237	\$88,915	\$92,768	\$96,819	\$101,074	\$105,544	\$110,232	\$115,158	\$120,328	\$125,758	\$131,459	\$137,446	\$152,007
17	\$73,419	\$76,502	\$79,737	\$83,138	\$86,708	\$90,457	\$94,389	\$98,520	\$102,861	\$107,421	\$112,202	\$117,227	\$122,500	\$128,040	\$133,853	\$139,961	\$155,514
18	\$74,652	\$77,797	\$81,096	\$84,568	\$88,208	\$92,033	\$96,043	\$100,257	\$104,685	\$109,335	\$114,213	\$119,337	\$124,716	\$130,366	\$136,296	\$142,526	\$159,109
19	\$75,910	\$79,119	\$82,483	\$86,024	\$89,737	\$93,638	\$97,730	\$102,028	\$106,544	\$111,287	\$116,263	\$121,489	\$126,976	\$132,738	\$138,789	\$145,142	\$162,794
20	\$77,193	\$80,467	\$83,899	\$87,509	\$91,297	\$95,278	\$99,449	\$103,834	\$108,440	\$113,278	\$118,354	\$123,684	\$129,281	\$135,158	\$141,330	\$147,811	\$166,571
21	\$78,501	\$81,842	\$85,342	\$89,025	\$92,889	\$96,948	\$101,203	\$105,676	\$110,374	\$115,310	\$120,486	\$125,923	\$131,632	\$137,628	\$143,921	\$150,533	\$170,440
22	\$79,838	\$83,245	\$86,815	\$90,570	\$94,511	\$98,652	\$102,993	\$107,555	\$112,348	\$117,381	\$122,661	\$128,208	\$134,030	\$140,146	\$146,566	\$153,310	\$174,409
23	\$81,200	\$84,674	\$88,317	\$92,147	\$96,168	\$100,391	\$104,818	\$109,471	\$114,359	\$119,494	\$124,880	\$130,538	\$136,476	\$142,714	\$149,262	\$156,140	\$178,475
24	\$82,590	\$86,133	\$89,848	\$93,756	\$97,857	\$102,164	\$106,680	\$111,427	\$116,412	\$121,650	\$127,142	\$132,913	\$138,971	\$145,335	\$152,014	\$159,030	\$182,644
25	\$84,006	\$87,621	\$91,411	\$95,397	\$99,579	\$103,973	\$108,579	\$113,420	\$118,506	\$123,848	\$129,451	\$135,337	\$141,516	\$148,006	\$154,819	\$161,975	\$186,916
26	\$85,452	\$89,139	\$93,004	\$97,069	\$101,336	\$105,819	\$110,517	\$115,454	\$120,641	\$126,091	\$131,805	\$137,809	\$144,112	\$150,731	\$157,682	\$164,980	\$191,296
27	\$86,926	\$90,687	\$94,629	\$98,777	\$103,127	\$107,699	\$112,492	\$117,528	\$122,819	\$128,378	\$134,207	\$140,331	\$146,760	\$153,511	\$160,600	\$168,045	\$195,784
28	\$88,430	\$92,266	\$96,287	\$100,517	\$104,956	\$109,619	\$114,507	\$119,645	\$125,041	\$130,710	\$136,656	\$142,903	\$149,460	\$156,347	\$163,577	\$171,172	\$200,385
29	\$89,963	\$93,877	\$97,977	\$102,293	\$106,819	\$111,576	\$116,561	\$121,802	\$127,306	\$133,090	\$139,154	\$145,526	\$152,214	\$159,239	\$166,614	\$174,358	\$205,100
30	\$91,528	\$95,519	\$99,702	\$104,104	\$108,722	\$113,573	\$118,658	\$124,002	\$129,618	\$135,515	\$141,701	\$148,201	\$155,022	\$162,189	\$169,710	\$177,610	\$209,936

Degree Stipends Awarded on an Annual Basis

Master's Degree Plus 30 Hours Stipend

\$1,836

Doctoral Degree Stipend

\$3,672

Note: Steps do not equate to years of experience.

Administrative Positions for SY 2026-2027 By Location						
Department	Job Title	Grade	Hours per Day	Days per Year	Hours per Year	
ACADEMIC AFFAIRS	CHIEF ACADEMIC OFFICER	EXEC	7.5	252	1890	
ACCOUNTING	SENIOR DIRECTOR, ACCOUNTING	O	7.5	252	1890	
ACCOUNTING	MANAGER, GENERAL ACCOUNTING	J	7.5	252	1890	
ACCOUNTING	SCHOOL ACTIVITY FUND AUDIT COORDINATOR	F	7.5	252	1890	
ACCOUNTING	MANAGER, BUYER	E	7.5	252	1890	
ASSESSMENT, RESEARCH, AND ACCOUNTABILITY	SENIOR DIRECTOR, PROGRAM EVALUATION & RESEARCH	O	7.5	252	1890	
ASSESSMENT, RESEARCH, AND ACCOUNTABILITY	SENIOR COORDINATOR, STATE MANDATED ASSESSMENTS	J	7.5	252	1890	
ASSESSMENT, RESEARCH, AND ACCOUNTABILITY	SENIOR COORDINATOR, RESEARCH AND INFORMATION SYSTEMS	J	7.5	252	1890	
ASSESSMENT, RESEARCH, AND ACCOUNTABILITY	SENIOR COORDINATOR, ASSESSMENT, RESEARCH, & ACCOUNTABILITY	I	7.5	252	1890	
ASSESSMENT, RESEARCH, AND ACCOUNTABILITY	ASSESSMENT SUPPORT ASSOCIATE	E	7.5	252	1890	
ASSESSMENT, RESEARCH, AND ACCOUNTABILITY	COORDINATOR, ASSESSMENTS AND STATE MANDATED TESTS	E	7.5	252	1890	
ASSESSMENT, RESEARCH, AND ACCOUNTABILITY	COORDINATOR, EDUCATION AND RESEARCH DATA	E	7.5	252	1890	
ATHLETICS	SENIOR COORDINATOR, ATHLETICS	I	7.5	252	1890	
BUDGET	DIRECTOR, BUDGET AND GRANTS MANAGEMENT	M	7.5	252	1890	
BUDGET	BUDGET COORDINATOR	J	7.5	252	1890	
BUDGET	BUDGET ANALYST	E	7.5	252	1890	
BUDGET	GRANTS ACCOUNTANT	E	7.5	252	1890	
BUSINESS AND FINANCE	CHIEF FINANCE OFFICER	EXEC	7.5	252	1890	
CAMP YOUNG	COORDINATOR	D	7.5	252	1890	
CAREER AND TECHNICAL EDUCATION	SENIOR DIRECTOR, CAREER AND TECHNOLOGY EDUCATION	O	7.5	252	1890	
CAREER AND TECHNICAL EDUCATION	COORDINATOR, ADULT EDUCATION SERVICES	J	7.5	252	1890	
CAREER AND TECHNICAL EDUCATION	SENIOR COORDINATOR, CAREER AND TECHNICAL EDUCATION	I	7.5	252	1890	
CAREER AND TECHNICAL EDUCATION	GED EXAMINER	A	7.5	252	1890	
CHKD	PRINCIPAL, CHKD HOSPITAL EDUCATION PROGRAM	L	7.5	252	1890	
CHKD	PRINCIPAL, CHKD MENTAL HEALTH HOSPITAL	L	7.5	252	1890	
COMMUNICATIONS AND COMMUNITY ENGAGEMENT	DIRECTOR, EQUITY, DIVERSITY, & INCLUSION AFFAIRS	M	7.5	252	1890	
COMMUNICATIONS AND COMMUNITY ENGAGEMENT	ASSISTANT DIRECTOR, COMMUNICATIONS & COMMUNITY ENGAGEMENT	J	7.5	252	1890	
COMMUNICATIONS AND COMMUNITY ENGAGEMENT	SENIOR COORDINATOR, INNOVATION, COMMUNITY ENGAGEMENT, & OUTREACH	I	7.5	252	1890	
COMMUNICATIONS AND COMMUNITY ENGAGEMENT	COORDINATOR, DIGITAL COMMUNICATIONS & VISUAL MEDIA	D	7.5	252	1890	
COMMUNICATIONS AND COMMUNITY ENGAGEMENT	COORDINATOR, EXTERNAL COMMUNICATIONS & SOCIAL MEDIA	D	7.5	252	1890	
COMMUNICATIONS AND COMMUNITY ENGAGEMENT	COORDINATOR, INTERNAL COMMUNICATIONS & SOCIAL MEDIA	D	7.5	252	1890	
CURRICULUM AND INSTRUCTION	EXECUTIVE DIRECTOR, CURRICULUM AND PROFESSIONAL DEVELOPMENT	P	7.5	252	1890	
CURRICULUM AND INSTRUCTION	SENIOR COORDINATOR, ART	I	7.5	252	1890	
CURRICULUM AND INSTRUCTION	SENIOR COORDINATOR, ELEMENTARY ENGLISH	I	7.5	252	1890	
CURRICULUM AND INSTRUCTION	SENIOR COORDINATOR, ELEMETNARY MATHEMATICS	I	7.5	252	1890	
CURRICULUM AND INSTRUCTION	SENIOR COORDINATOR, ENGLISH LANGUAGE LEARNERS	I	7.5	252	1890	
CURRICULUM AND INSTRUCTION	SENIOR COORDINATOR, GIFTED PROGRAMS	I	7.5	252	1890	
CURRICULUM AND INSTRUCTION	SENIOR COORDINATOR, HEALTH & SAFETY AND PHYSICAL EDUCATION	I	7.5	252	1890	
CURRICULUM AND INSTRUCTION	SENIOR COORDINATOR, HISTORY AND SOCIAL SCIENCES	I	7.5	252	1890	
CURRICULUM AND INSTRUCTION	SENIOR COORDINATOR, MEDIA SERVICES	I	7.5	252	1890	
CURRICULUM AND INSTRUCTION	SENIOR COORDINATOR, MUSIC	I	7.5	252	1890	
CURRICULUM AND INSTRUCTION	SENIOR COORDINATOR, PROFESSIONAL DEVELOPMENT	I	7.5	252	1890	
CURRICULUM AND INSTRUCTION	SENIOR COORDINATOR, SCHOOL COUNSELING AND GUIDANCE	I	7.5	252	1890	

CURRICULUM AND INSTRUCTION	SENIOR COORDINATOR, SCIENCE	I	7.5	252	1890
CURRICULUM AND INSTRUCTION	SENIOR COORDINATOR, SECONDARY ENGLISH	I	7.5	252	1890
CURRICULUM AND INSTRUCTION	SENIOR COORDINATOR, SECONDARY MATHEMATICS	I	7.5	252	1890
CURRICULUM AND INSTRUCTION	SENIOR COORDINATOR, WORLD LANGUAGES & ESL	I	7.5	252	1890
EARLY LEARNING AND TITLE I	SENIOR DIRECTOR, EARLY LEARNING AND TITLE I	O	7.5	252	1890
EARLY LEARNING AND TITLE I	COORDINATOR, TITLE I INSTRUCTION & PROGRAM EFFECTIVENESS	F	7.5	252	1890
EARLY LEARNING AND TITLE I	PRESCHOOL INSTRUCTIONAL COORDINATOR	F	7.5	252	1890
FACILITIES MANAGEMENT	SENIOR DIRECTOR, SCHOOL PLANT FACILITIES	O	7.5	252	1890
FACILITIES MANAGEMENT	SENIOR COORDINATOR, CUSTODIAL OPERATIONS	G	7.5	252	1890
FACILITIES MANAGEMENT	SENIOR COORDINATOR, FACILITIES MANAGEMENT AND CAPITAL PROJECTS	G	7.5	252	1890
FACILITIES MANAGEMENT	SENIOR COORDINATOR, PREVENTATIVE MAINTENANCE AND ENERGY MANAGEMENT	G	7.5	252	1890
FACILITIES MANAGEMENT	SENIOR COORDINATOR, TRADES	G	7.5	252	1890
HUMAN RESOURCES	DIRECTOR, HUMAN RESOURCES	M	7.5	252	1890
HUMAN RESOURCES	DISTRICT INVESTIGATOR	I	7.5	252	1890
HUMAN RESOURCES	EMPLOYEE RELATIONS SPECIALIST	I	7.5	252	1890
HUMAN RESOURCES	LICENSURE SPECIALIST	I	7.5	252	1890
HUMAN RESOURCES	TALENT ACQUISITION & MANAGEMENT SPECIALIST	I	7.5	252	1890
HUMAN RESOURCES	HUMAN RESOURCES INFORMATION AND TECHNOLOGY SPECIALIST	I	7.5	252	1890
HUMAN RESOURCES	CHIEF HUMAN RESOURCES OFFICER	EXEC	7.5	252	1890
INFORMATION & INSTRUCTIONAL TECHNOLOGY	SENIOR DIRECTOR, INFORMATION DIVISION	O	7.5	252	1890
INFORMATION & INSTRUCTIONAL TECHNOLOGY	NETWORK SERVICES ENGINEERING ADMINISTRATOR	J	7.5	252	1890
INFORMATION & INSTRUCTIONAL TECHNOLOGY	SENIOR COORDINATOR, INSTRUCTIONAL TECHNOLOGY AND VIRTUAL LEARNING	I	7.5	252	1890
INFORMATION & INSTRUCTIONAL TECHNOLOGY	SENIOR COORDINATOR, STUDENT INFORMATION SYSTEMS	I	7.5	252	1890
INFORMATION & INSTRUCTIONAL TECHNOLOGY	SENIOR COORDINATOR, BUSINESS INFORMATION SYSTEMS	H	7.5	252	1890
INFORMATION & INSTRUCTIONAL TECHNOLOGY	DISTRICT TECHNICAL SUPPORT SUPERVISOR	G	7.5	252	1890
INFORMATION & INSTRUCTIONAL TECHNOLOGY	SENIOR SYSTEMS ANALYST COORDINATOR – STUDENT INFORMATION SYSTEMS	F	7.5	252	1890
INFORMATION & INSTRUCTIONAL TECHNOLOGY	BUSINESS INFORMATION SYSTEMS ANALYST	E	7.5	252	1890
INFORMATION & INSTRUCTIONAL TECHNOLOGY	MOBILE DEVICE SYSTEMS ENGINEER	E	7.5	252	1890
INFORMATION & INSTRUCTIONAL TECHNOLOGY	NETWORK ENGINEER III	E	7.5	252	1890
INFORMATION & INSTRUCTIONAL TECHNOLOGY	NETWORK ENGINEER III - DIRECTORY	E	7.5	252	1890
INFORMATION & INSTRUCTIONAL TECHNOLOGY	NETWORK ENGINEER III - INFRASTRUCTURE	E	7.5	252	1890
INFORMATION & INSTRUCTIONAL TECHNOLOGY	NETWORK ENGINEER III - SECURITY	E	7.5	252	1890
INFORMATION & INSTRUCTIONAL TECHNOLOGY	NETWORK ENGINEER III - SYSTEMS	E	7.5	252	1890
INFORMATION & INSTRUCTIONAL TECHNOLOGY	NETWORK ENGINEER III - TELECOMMUNICATIONS	E	7.5	252	1890
INFORMATION & INSTRUCTIONAL TECHNOLOGY	NETWORK ENGINEER III - ZEN	E	7.5	252	1890
INFORMATION & INSTRUCTIONAL TECHNOLOGY	SYSTEMS ANALYST COORDINATOR – STUDENT INFORMATION SYSTEMS	E	7.5	252	1890
INFORMATION & INSTRUCTIONAL TECHNOLOGY	SYSTEMS ANALYST COORDINATOR – STUDENT INFORMATION SYSTEMS & DATABASE ADMINISTRATOR	E	7.5	252	1890
LEARNING SUPPORT	EXECUTIVE DIRECTOR, LEARNING SUPPORT	P	7.5	252	1890
LEARNING SUPPORT	ASSISTANT DIRECTOR, LEARNING SUPPORT	M	7.5	252	1890
LEARNING SUPPORT	SENIOR COORDINATOR, LEARNING SUPPORT	I	7.5	252	1890
NORFOLK SCHOOL BOARD	CLERK OF THE BOARD	C	7.5	252	1890
OPERATIONS	CHIEF OPERATIONS OFFICER	EXEC	7.5	252	1890
PAYROLL	DIRECTOR, PAYROLL OPERATIONS	M	7.5	252	1890
PAYROLL	MANAGER, PAYROLL	J	7.5	252	1890
PURCHASES AND SUPPLY	SENIOR DIRECTOR, PURCHASES AND SUPPLY	O	7.5	252	1890

PURCHASES AND SUPPLY	SENIOR BUYER, PROCUREMENT COMPLIANCE TRAINER	D	7.5	252	1890
PURCHASES AND SUPPLY	SENIOR BUYER, PROCUREMENT ANALYST	D	7.5	252	1890
PURCHASES AND SUPPLY	MANAGER, PROCUREMENT CARD PROGRAM	C	7.5	252	1890
PURCHASES AND SUPPLY	SENIOR BUYER	C	7.5	252	1890
RISK MANAGEMENT AND SAFETY	SENIOR DIRECTOR, RISK MANAGEMENT	O	7.5	252	1890
RISK MANAGEMENT AND SAFETY	HEALTH & SAFETY SPECIALIST	C	7.5	252	1890
SCHOOL IMPROVEMENT	SENIOR COORDINATOR, SCHOOL IMPROVEMENT	I	7.5	252	1890
SCHOOL LEADERSHIP DEVELOPMENT	EXECUTIVE DIRECTOR OF SCHOOLS	P	7.5	252	1890
SCHOOL LEADERSHIP DEVELOPMENT	PRINCIPAL, HIGH SCHOOL	O	7.5	252	1890
SCHOOL LEADERSHIP DEVELOPMENT	PRINCIPAL, 3-8 SCHOOL	M	7.5	252	1890
SCHOOL LEADERSHIP DEVELOPMENT	PRINCIPAL, K-8 SCHOOL	M	7.5	252	1890
SCHOOL LEADERSHIP DEVELOPMENT	PRINCIPAL, MIDDLE SCHOOL	M	7.5	252	1890
SCHOOL LEADERSHIP DEVELOPMENT	SITE COORDINATOR, NORFOLK TECHNICAL CENTER	M	7.5	252	1890
SCHOOL LEADERSHIP DEVELOPMENT	SITE COORDINATOR, NORFOLK TECHNICAL CENTER EVENING SCHOOL	M	7.5	252	1890
SCHOOL LEADERSHIP DEVELOPMENT	PRINCIPAL, EARLY CHILDHOOD CENTER	L	7.5	252	1890
SCHOOL LEADERSHIP DEVELOPMENT	PRINCIPAL, ELEMENTARY SCHOOL	L	7.5	252	1890
SCHOOL LEADERSHIP DEVELOPMENT	PRINCIPAL, NET ACADEMY	L	7.5	252	1890
SCHOOL LEADERSHIP DEVELOPMENT	SITE COORDINATOR, MADISON ALTERNATIVE CENTER	L	7.5	252	1890
SCHOOL LEADERSHIP DEVELOPMENT	SITE COORDINATOR, CAMP YOUNG	I	7.5	252	1890
SCHOOL LEADERSHIP DEVELOPMENT	SITE COORDINATOR, OPEN CAMPUS	I	7.5	252	1890
SCHOOL LEADERSHIP DEVELOPMENT	ASSISTANT PRINCIPAL, HIGH SCHOOL	H	7.5	252	1890
SCHOOL LEADERSHIP DEVELOPMENT	ASSISTANT PRINCIPAL, K-8 SCHOOL	G	7.5	252	1890
SCHOOL LEADERSHIP DEVELOPMENT	ASSISTANT PRINCIPAL, MIDDLE SCHOOL	G	7.5	252	1890
SCHOOL LEADERSHIP DEVELOPMENT	ASSISTANT PRINCIPAL, ELEMENTARY SCHOOL	F	7.5	252	1890
SCHOOL LEADERSHIP DEVELOPMENT	CHIEF SCHOOLS OFFICER	EXEC	7.5	252	1890
SCHOOL NUTRITION	SENIOR DIRECTOR, SCHOOL NUTRITION SERVICES	O	7.5	252	1890
SCHOOL NUTRITION	BUSINESS MANAGER	I	7.5	252	1890
SCHOOL NUTRITION	OPERATIONS MANAGER	I	7.5	252	1890
SCHOOL NUTRITION	DISTRICT SUPERVISOR	F	7.5	252	1890
SCHOOL NUTRITION	NUTRITION SPECIALIST	E	7.5	252	1890
SCHOOL WELLNESS	SENIOR DIRECTOR, SCHOOL WELLNESS	O	7.5	252	1890
SCHOOL WELLNESS	COORDINATOR, INTERAGENCY COLLABORATION & WRAPAROUND SERVICES	E	7.5	252	1890
SCHOOL WELLNESS	LEAD SCHOOL NURSE	A	7.5	252	1890
SCHOOL WELLNESS	LEAD SCHOOL PSYCHOLOGIST	A	7.5	252	1890
SCHOOL WELLNESS	LEAD SCHOOL SOCIAL WORKER	A	7.5	252	1890
STUDENT SUPPORT SERVICES	SENIOR DIRECTOR, STUDENT SUPPORT SERVICES	O	7.5	252	1890
STUDENT SUPPORT SERVICES	DIRECTOR, PUBLIC SAFETY AND SECURITY	M	7.5	252	1890
STUDENT SUPPORT SERVICES	ASSISTANT DIRECTOR, PUBLIC SAFETY AND SECURITY	J	7.5	252	1890
STUDENT SUPPORT SERVICES	SENIOR COORDINATOR, DISTRICT TRANSITION SPECIALIST	I	7.5	252	1890
STUDENT SUPPORT SERVICES	SENIOR COORDINATOR, STUDENT SUPPORT SERVICES	I	7.5	252	1890
STUDENT SUPPORT SERVICES	SENIOR COORDINATOR, SAFETY & SECURITY	G	7.5	252	1890
STUDENT SUPPORT SERVICES	NURSING SUPERVISOR	E	7.5	252	1890
STUDENT SUPPORT SERVICES	STUDENT ENROLLMENT COORDINATOR	E	7.5	252	1890
STUDENT SUPPORT SERVICES	SAFE SCHOOLS & MENTAL HEALTH SPECIALIST	D	7.5	220	1650
STUDENT SUPPORT SERVICES	ENROLLMENT & RECORDS ADMINISTRATOR	A	7.5	252	1890
STUDENT SUPPORT SERVICES	TRANSITION SUPPORT SPECIALIST	A	7.5	220	1650

SUPERINTENDENT'S OFFICE	SUPERINTENDENT OF SCHOOLS		7.5	252	1890
TRANSPORTATION	SENIOR DIRECTOR, TRANSPORTATION	O	7.5	252	1890
TRANSPORTATION	SUPERVISOR, TRANSPORTATION	G	7.5	252	1890

Administrative Positions for SY 2026-2027 | By Job Title

Job Title	Department	Grade	Hours per Day	Days per Year	Hours per Year
ASSESSMENT SUPPORT ASSOCIATE	ASSESSMENT, RESEARCH, AND ACCOUNTABILITY	E	7.5	252	1890
ASSISTANT DIRECTOR, COMMUNICATIONS & COMMUNITY ENGAGEMENT	COMMUNICATIONS AND COMMUNITY ENGAGEMENT	J	7.5	252	1890
ASSISTANT DIRECTOR, LEARNING SUPPORT	LEARNING SUPPORT	M	7.5	252	1890
ASSISTANT DIRECTOR, PUBLIC SAFETY AND SECURITY	STUDENT SUPPORT SERVICES	J	7.5	252	1890
ASSISTANT PRINCIPAL, ELEMENTARY SCHOOL	SCHOOL LEADERSHIP DEVELOPMENT	F	7.5	252	1890
ASSISTANT PRINCIPAL, HIGH SCHOOL	SCHOOL LEADERSHIP DEVELOPMENT	H	7.5	252	1890
ASSISTANT PRINCIPAL, K-8 SCHOOL	SCHOOL LEADERSHIP DEVELOPMENT	G	7.5	252	1890
ASSISTANT PRINCIPAL, MIDDLE SCHOOL	SCHOOL LEADERSHIP DEVELOPMENT	G	7.5	252	1890
BUDGET ANALYST	BUDGET	E	7.5	252	1890
BUDGET COORDINATOR	BUDGET	J	7.5	252	1890
BUSINESS INFORMATION SYSTEMS ANALYST	INFORMATION & INSTRUCTIONAL TECHNOLOGY	E	7.5	252	1890
BUSINESS MANAGER	SCHOOL NUTRITION	I	7.5	252	1890
CHIEF ACADEMIC OFFICER	ACADEMIC AFFAIRS	EXEC	7.5	252	1890
CHIEF FINANCE OFFICER	BUSINESS AND FINANCE	EXEC	7.5	252	1890
CHIEF HUMAN RESOURCES OFFICER	HUMAN RESOURCES	EXEC	7.5	252	1890
CHIEF OPERATIONS OFFICER	OPERATIONS	EXEC	7.5	252	1890
CHIEF SCHOOLS OFFICER	SCHOOL LEADERSHIP DEVELOPMENT	EXEC	7.5	252	1890
CLERK OF THE BOARD	NORFOLK SCHOOL BOARD	C	7.5	252	1890
COORDINATOR, ADULT EDUCATION SERVICES	CAREER AND TECHNICAL EDUCATION	J	7.5	252	1890
COORDINATOR, ASSESSMENTS AND STATE MANDATED TESTS	ASSESSMENT, RESEARCH, AND ACCOUNTABILITY	E	7.5	252	1890
COORDINATOR, CAMP YOUNG	CAMP YOUNG	D	7.5	252	1890
COORDINATOR, DIGITAL COMMUNICATIONS & VISUAL MEDIA	COMMUNICATIONS AND COMMUNITY ENGAGEMENT	D	7.5	252	1890
COORDINATOR, EDUCATION AND RESEARCH DATA	ASSESSMENT, RESEARCH, AND ACCOUNTABILITY	E	7.5	252	1890
COORDINATOR, EXTERNAL COMMUNICATIONS & SOCIAL MEDIA	COMMUNICATIONS AND COMMUNITY ENGAGEMENT	D	7.5	252	1890
COORDINATOR, INTERAGENCY COLLABORATION & WRAPAROUND SERVICES	SCHOOL WELLNESS	E	7.5	252	1890
COORDINATOR, INTERNAL COMMUNICATIONS & SOCIAL MEDIA	COMMUNICATIONS AND COMMUNITY ENGAGEMENT	D	7.5	252	1890
COORDINATOR, TITLE I INSTRUCTION & PROGRAM EFFECTIVENESS	EARLY LEARNING AND TITLE I	F	7.5	252	1890
DIRECTOR, BUDGET AND GRANTS MANAGEMENT	BUDGET	M	7.5	252	1890
DIRECTOR, EQUITY, DIVERSITY, & INCLUSION AFFAIRS	COMMUNICATIONS AND COMMUNITY ENGAGEMENT	M	7.5	252	1890
DIRECTOR, HUMAN RESOURCES	HUMAN RESOURCES	M	7.5	252	1890
DIRECTOR, PAYROLL OPERATIONS	PAYROLL	M	7.5	252	1890
DIRECTOR, PUBLIC SAFETY AND SECURITY	STUDENT SUPPORT SERVICES	M	7.5	252	1890
DISTRICT INVESTIGATOR	HUMAN RESOURCES	I	7.5	252	1890
DISTRICT SUPERVISOR	SCHOOL NUTRITION	F	7.5	252	1890
DISTRICT TECHNICAL SUPPORT SUPERVISOR	INFORMATION & INSTRUCTIONAL TECHNOLOGY	G	7.5	252	1890
EMPLOYEE RELATIONS SPECIALIST	HUMAN RESOURCES	I	7.5	252	1890
ENROLLMENT & RECORDS ADMINISTRATOR	STUDENT SUPPORT SERVICES	A	7.5	252	1890
EXECUTIVE DIRECTOR OF SCHOOLS	SCHOOL LEADERSHIP DEVELOPMENT	P	7.5	252	1890
EXECUTIVE DIRECTOR, CURRICULUM AND PROFESSIONAL DEVELOPMENT	CURRICULUM AND INSTRUCTION	P	7.5	252	1890
EXECUTIVE DIRECTOR, LEARNING SUPPORT	LEARNING SUPPORT	P	7.5	252	1890
GED EXAMINER	CAREER AND TECHNICAL EDUCATION	A	7.5	252	1890
GRANTS ACCOUNTANT	BUDGET	E	7.5	252	1890
HEALTH & SAFETY SPECIALIST	RISK MANAGEMENT AND SAFETY	C	7.5	252	1890

HUMAN RESOURCES INFORMATION AND TECHNOLOGY SPECIALIST	HUMAN RESOURCES	I	7.5	252	1890
LEAD SCHOOL NURSE	SCHOOL WELLNESS	A	7.5	252	1890
LEAD SCHOOL PSYCHOLOGIST	SCHOOL WELLNESS	A	7.5	252	1890
LEAD SCHOOL SOCIAL WORKER	SCHOOL WELLNESS	A	7.5	252	1890
LICENSURE SPECIALIST	HUMAN RESOURCES	I	7.5	252	1890
MANAGER, BUYER	ACCOUNTING	E	7.5	252	1890
MANAGER, GENERAL ACCOUNTING	ACCOUNTING	J	7.5	252	1890
MANAGER, PAYROLL	PAYROLL	J	7.5	252	1890
MANAGER, PROCUREMENT CARD PROGRAM	PURCHASES AND SUPPLY	C	7.5	252	1890
MOBILE DEVICE SYSTEMS ENGINEER	INFORMATION & INSTRUCTIONAL TECHNOLOGY	E	7.5	252	1890
NETWORK ENGINEER III	INFORMATION & INSTRUCTIONAL TECHNOLOGY	E	7.5	252	1890
NETWORK ENGINEER III - DIRECTORY	INFORMATION & INSTRUCTIONAL TECHNOLOGY	E	7.5	252	1890
NETWORK ENGINEER III - INFRASTRUCTURE	INFORMATION & INSTRUCTIONAL TECHNOLOGY	E	7.5	252	1890
NETWORK ENGINEER III - SECURITY	INFORMATION & INSTRUCTIONAL TECHNOLOGY	E	7.5	252	1890
NETWORK ENGINEER III - SYSTEMS	INFORMATION & INSTRUCTIONAL TECHNOLOGY	E	7.5	252	1890
NETWORK ENGINEER III - TELECOMMUNICATIONS	INFORMATION & INSTRUCTIONAL TECHNOLOGY	E	7.5	252	1890
NETWORK ENGINEER III - ZEN	INFORMATION & INSTRUCTIONAL TECHNOLOGY	E	7.5	252	1890
NETWORK SERVICES ENGINEERING ADMINISTRATOR	INFORMATION & INSTRUCTIONAL TECHNOLOGY	J	7.5	252	1890
NURSING SUPERVISOR	STUDENT SUPPORT SERVICES	E	7.5	252	1890
NUTRITION SPECIALIST	SCHOOL NUTRITION	E	7.5	252	1890
OPERATIONS MANAGER	SCHOOL NUTRITION	I	7.5	252	1890
PRESCHOOL INSTRUCTIONAL COORDINATOR	EARLY LEARNING AND TITLE I	F	7.5	252	1890
PRINCIPAL, 3-8 SCHOOL	SCHOOL LEADERSHIP DEVELOPMENT	M	7.5	252	1890
PRINCIPAL, CHKD HOSPITAL EDUCATION PROGRAM	CHKD	L	7.5	252	1890
PRINCIPAL, CHKD MENTAL HEALTH HOSPITAL	CHKD	L	7.5	252	1890
PRINCIPAL, EARLY CHILDHOOD CENTER	SCHOOL LEADERSHIP DEVELOPMENT	L	7.5	252	1890
PRINCIPAL, ELEMENTARY SCHOOL	SCHOOL LEADERSHIP DEVELOPMENT	L	7.5	252	1890
PRINCIPAL, HIGH SCHOOL	SCHOOL LEADERSHIP DEVELOPMENT	O	7.5	252	1890
PRINCIPAL, K-8 SCHOOL	SCHOOL LEADERSHIP DEVELOPMENT	M	7.5	252	1890
PRINCIPAL, MIDDLE SCHOOL	SCHOOL LEADERSHIP DEVELOPMENT	M	7.5	252	1890
PRINCIPAL, NET ACADEMY	SCHOOL LEADERSHIP DEVELOPMENT	L	7.5	252	1890
SAFE SCHOOLS & MENTAL HEALTH SPECIALIST	STUDENT SUPPORT SERVICES	D	7.5	220	1650
SCHOOL ACTIVITY FUND AUDIT COORDINATOR	ACCOUNTING	F	7.5	252	1890
SENIOR BUYER	PURCHASES AND SUPPLY	C	7.5	252	1890
SENIOR BUYER, PROCUREMENT COMPLIANCE TRAINER	PURCHASES AND SUPPLY	D	7.5	252	1890
SENIOR BUYER, PROCUREMENT ANALYST	PURCHASES AND SUPPLY	D	7.5	252	1890
SENIOR COORDINATOR, ART	CURRICULUM AND INSTRUCTION	I	7.5	252	1890
SENIOR COORDINATOR, ASSESSMENT, RESEARCH, & ACCOUNTABILITY	ASSESSMENT, RESEARCH, AND ACCOUNTABILITY	I	7.5	252	1890
SENIOR COORDINATOR, ATHLETICS	ATHLETICS	I	7.5	252	1890
SENIOR COORDINATOR, BUSINESS INFORMATION SYSTEMS	INFORMATION & INSTRUCTIONAL TECHNOLOGY	H	7.5	252	1890
SENIOR COORDINATOR, CAREER AND TECHNICAL EDUCATION	CAREER AND TECHNICAL EDUCATION	I	7.5	252	1890
SENIOR COORDINATOR, CUSTODIAL OPERATIONS	FACILITIES MANAGEMENT	G	7.5	252	1890
SENIOR COORDINATOR, DISTRICT TRANSITION SPECIALIST	STUDENT SUPPORT SERVICES	I	7.5	252	1890
SENIOR COORDINATOR, ELEMENTARY ENGLISH	CURRICULUM AND INSTRUCTION	I	7.5	252	1890
SENIOR COORDINATOR, ELEMETNARY MATHEMATICS	CURRICULUM AND INSTRUCTION	I	7.5	252	1890
SENIOR COORDINATOR, ENGLISH LANGUAGE LEARNERS	CURRICULUM AND INSTRUCTION	I	7.5	252	1890

SENIOR COORDINATOR, FACILITIES MANAGEMENT AND CAPITAL PROJECTS	FACILITIES MANAGEMENT	G	7.5	252	1890
SENIOR COORDINATOR, GIFTED PROGRAMS	CURRICULUM AND INSTRUCTION	I	7.5	252	1890
SENIOR COORDINATOR, HEALTH & SAFETY AND PHYSICAL EDUCATION	CURRICULUM AND INSTRUCTION	I	7.5	252	1890
SENIOR COORDINATOR, HISTORY AND SOCIAL SCIENCES	CURRICULUM AND INSTRUCTION	I	7.5	252	1890
SENIOR COORDINATOR, INSTRUCTIONAL TECHNOLOGY AND VIRTUAL LEARNING	INFORMATION & INSTRUCTIONAL TECHNOLOGY	I	7.5	252	1890
SENIOR COORDINATOR, LEARNING SUPPORT	LEARNING SUPPORT	I	7.5	252	1890
SENIOR COORDINATOR, MEDIA SERVICES	CURRICULUM AND INSTRUCTION	I	7.5	252	1890
SENIOR COORDINATOR, MUSIC	CURRICULUM AND INSTRUCTION	I	7.5	252	1890
SENIOR COORDINATOR, PREVENTATIVE MAINTENANCE AND ENERGY MANAGEMENT	FACILITIES MANAGEMENT	G	7.5	252	1890
SENIOR COORDINATOR, PROFESSIONAL DEVELOPMENT	CURRICULUM AND INSTRUCTION	I	7.5	252	1890
SENIOR COORDINATOR, RESEARCH AND INFORMATION SYSTEMS	ASSESSMENT, RESEARCH, AND ACCOUNTABILITY	J	7.5	252	1890
SENIOR COORDINATOR, SAFETY & SECURITY	STUDENT SUPPORT SERVICES	G	7.5	252	1890
SENIOR COORDINATOR, SCHOOL COUNSELING AND GUIDANCE	CURRICULUM AND INSTRUCTION	I	7.5	252	1890
SENIOR COORDINATOR, SCHOOL IMPROVEMENT	SCHOOL IMPROVEMENT	I	7.5	252	1890
SENIOR COORDINATOR, SCIENCE	CURRICULUM AND INSTRUCTION	I	7.5	252	1890
SENIOR COORDINATOR, SECONDARY ENGLISH	CURRICULUM AND INSTRUCTION	I	7.5	252	1890
SENIOR COORDINATOR, SECONDARY MATHEMATICS	CURRICULUM AND INSTRUCTION	I	7.5	252	1890
SENIOR COORDINATOR, STATE MANDATED ASSESSMENTS	ASSESSMENT, RESEARCH, AND ACCOUNTABILITY	J	7.5	252	1890
SENIOR COORDINATOR, STUDENT INFORMATION SYSTEMS	INFORMATION & INSTRUCTIONAL TECHNOLOGY	I	7.5	252	1890
SENIOR COORDINATOR, STUDENT SUPPORT SERVICES	STUDENT SUPPORT SERVICES	I	7.5	252	1890
SENIOR COORDINATOR, TRADES	FACILITIES MANAGEMENT	G	7.5	252	1890
SENIOR COORDINATOR, WORLD LANGUAGES & ESL	CURRICULUM AND INSTRUCTION	I	7.5	252	1890
SENIOR DIRECTOR, ACCOUNTING	ACCOUNTING	O	7.5	252	1890
SENIOR DIRECTOR, CAREER AND TECHNOLOGY EDUCATION	CAREER AND TECHNICAL EDUCATION	O	7.5	252	1890
SENIOR DIRECTOR, EARLY LEARNING AND TITLE I	EARLY LEARNING AND TITLE I	O	7.5	252	1890
SENIOR DIRECTOR, INFORMATION DIVISION	INFORMATION & INSTRUCTIONAL TECHNOLOGY	O	7.5	252	1890
SENIOR DIRECTOR, PROGRAM EVALUATION & RESEARCH	ASSESSMENT, RESEARCH, AND ACCOUNTABILITY	O	7.5	252	1890
SENIOR DIRECTOR, PURCHASES AND SUPPLY	PURCHASES AND SUPPLY	O	7.5	252	1890
SENIOR DIRECTOR, RISK MANAGEMENT	RISK MANAGEMENT AND SAFETY	O	7.5	252	1890
SENIOR DIRECTOR, SCHOOL NUTRITION SERVICES	SCHOOL NUTRITION	O	7.5	252	1890
SENIOR DIRECTOR, SCHOOL PLANT FACILITIES	FACILITIES MANAGEMENT	O	7.5	252	1890
SENIOR DIRECTOR, SCHOOL WELLNESS	SCHOOL WELLNESS	O	7.5	252	1890
SENIOR DIRECTOR, STUDENT SUPPORT SERVICES	STUDENT SUPPORT SERVICES	O	7.5	252	1890
SENIOR DIRECTOR, TRANSPORTATION	TRANSPORTATION	O	7.5	252	1890
SENIOR SYSTEMS ANALYST COORDINATOR – STUDENT INFORMATION SYSTEMS	INFORMATION & INSTRUCTIONAL TECHNOLOGY	F	7.5	252	1890
SITE COORDINATOR, CAMP YOUNG	SCHOOL LEADERSHIP DEVELOPMENT	I	7.5	252	1890
SITE COORDINATOR, MADISON ALTERNATIVE CENTER	SCHOOL LEADERSHIP DEVELOPMENT	L	7.5	252	1890
SITE COORDINATOR, NORFOLK TECHNICAL CENTER	SCHOOL LEADERSHIP DEVELOPMENT	M	7.5	252	1890
SITE COORDINATOR, NORFOLK TECHNICAL CENTER EVENING SCHOOL	SCHOOL LEADERSHIP DEVELOPMENT	M	7.5	252	1890
SITE COORDINATOR, OPEN CAMPUS	SCHOOL LEADERSHIP DEVELOPMENT	I	7.5	252	1890
STUDENT ENROLLMENT COORDINATOR	STUDENT SUPPORT SERVICES	E	7.5	252	1890
SUPERINTENDENT OF SCHOOLS	SUPERINTENDENT'S OFFICE		7.5	252	1890
SUPERVISOR, TRANSPORTATION	TRANSPORTATION	G	7.5	252	1890
SYSTEMS ANALYST COORDINATOR – STUDENT INFORMATION SYSTEMS	INFORMATION & INSTRUCTIONAL TECHNOLOGY	E	7.5	252	1890
SYSTEMS ANALYST COORDINATOR – STUDENT INFORMATION SYSTEMS & DATABASE ADMINISTRATOR	INFORMATION & INSTRUCTIONAL TECHNOLOGY	E	7.5	252	1890
TALENT ACQUISITION & MANAGEMENT SPECIALIST	HUMAN RESOURCES	I	7.5	252	1890

TRANSITION SUPPORT SPECIALIST	STUDENT SUPPORT SERVICES	A	7.5	220	1650
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Classified Salary Scales | SY 2026-2027

Steps	AA	BB	CC	DD	EE	FF	GG	HH	II	JJ	KK	LL	MM	NN	OO	PP	QQ
1	\$15.53	\$16.12	\$16.76	\$17.41	\$18.10	\$18.84	\$19.59	\$20.38	\$21.23	\$22.11	\$23.04	\$24.02	\$25.04	\$26.10	\$27.23	\$28.43	\$29.66
2	\$15.99	\$16.59	\$17.25	\$17.93	\$18.63	\$19.39	\$20.17	\$20.98	\$21.86	\$22.76	\$23.72	\$24.73	\$26.36	\$26.88	\$28.03	\$29.27	\$30.54
3	\$16.35	\$16.97	\$17.63	\$18.33	\$19.05	\$19.83	\$20.62	\$21.46	\$22.36	\$23.27	\$24.25	\$25.29	\$26.36	\$27.49	\$28.67	\$29.93	\$31.23
4	\$16.68	\$17.31	\$17.98	\$18.69	\$19.42	\$20.22	\$21.03	\$21.90	\$22.79	\$23.74	\$24.74	\$25.80	\$26.89	\$28.04	\$29.24	\$30.52	\$31.85
5	\$16.96	\$17.61	\$18.30	\$19.03	\$19.78	\$20.58	\$21.42	\$22.28	\$23.21	\$24.18	\$25.19	\$26.27	\$27.38	\$28.56	\$29.79	\$31.09	\$32.44
6	\$17.03	\$17.68	\$18.37	\$19.10	\$19.86	\$20.66	\$21.50	\$22.39	\$23.29	\$24.29	\$25.30	\$26.37	\$27.49	\$28.68	\$29.92	\$31.22	\$32.59
7	\$17.13	\$17.79	\$18.49	\$19.23	\$19.97	\$20.79	\$21.64	\$22.51	\$23.45	\$24.42	\$24.45	\$26.54	\$27.68	\$28.87	\$30.11	\$31.42	\$32.81
8	\$17.29	\$17.96	\$18.66	\$19.40	\$20.18	\$21.00	\$21.87	\$22.74	\$23.70	\$24.69	\$25.74	\$26.82	\$27.98	\$29.18	\$30.45	\$31.78	\$33.16
9	\$17.45	\$18.14	\$18.85	\$19.59	\$20.38	\$21.21	\$22.07	\$22.99	\$23.95	\$24.94	\$26.00	\$27.11	\$28.27	\$29.49	\$30.77	\$32.12	\$33.54
10	\$17.72	\$18.41	\$19.14	\$19.91	\$20.72	\$21.55	\$22.45	\$23.37	\$24.35	\$25.37	\$26.45	\$27.58	\$28.75	\$30.01	\$31.32	\$32.67	\$34.12
11	\$18.01	\$18.70	\$19.46	\$20.24	\$21.06	\$21.91	\$22.80	\$23.75	\$24.77	\$25.81	\$26.90	\$28.04	\$29.26	\$30.52	\$31.86	\$33.27	\$34.73
12	\$18.29	\$19.02	\$19.77	\$20.56	\$21.40	\$22.27	\$23.19	\$24.15	\$25.16	\$26.24	\$27.36	\$28.53	\$29.76	\$31.07	\$32.41	\$33.85	\$35.35
13	\$18.58	\$19.31	\$20.09	\$20.90	\$21.75	\$22.65	\$23.58	\$24.56	\$25.60	\$26.69	\$27.83	\$29.02	\$30.28	\$31.61	\$33.00	\$34.45	\$35.98
14	\$18.87	\$19.62	\$20.41	\$21.23	\$22.12	\$23.01	\$23.97	\$24.97	\$26.04	\$27.14	\$28.31	\$29.52	\$30.81	\$32.15	\$33.58	\$35.06	\$36.62
15	\$19.16	\$19.94	\$20.74	\$21.57	\$22.47	\$23.40	\$24.38	\$25.39	\$26.48	\$27.61	\$28.79	\$30.04	\$31.35	\$32.74	\$34.18	\$35.69	\$37.27
16	\$19.49	\$20.26	\$21.08	\$21.94	\$22.84	\$23.79	\$24.79	\$25.83	\$26.93	\$28.08	\$29.29	\$30.57	\$31.90	\$33.31	\$34.78	\$36.31	\$37.94
17	\$19.79	\$20.58	\$21.42	\$22.29	\$23.22	\$24.19	\$25.20	\$26.28	\$27.39	\$28.56	\$29.80	\$31.10	\$32.45	\$33.89	\$35.41	\$36.97	\$38.63
18	\$20.11	\$20.92	\$21.77	\$22.67	\$23.61	\$24.59	\$25.63	\$26.72	\$27.86	\$29.06	\$30.32	\$31.65	\$33.04	\$34.50	\$36.03	\$37.63	\$39.32
19	\$20.43	\$21.26	\$22.14	\$23.04	\$24.00	\$25.02	\$26.07	\$27.18	\$28.35	\$29.56	\$30.86	\$32.19	\$33.62	\$35.10	\$36.68	\$38.32	\$40.04
20	\$20.77	\$21.60	\$22.49	\$23.43	\$24.40	\$25.42	\$26.52	\$27.64	\$28.82	\$30.09	\$31.39	\$32.78	\$34.22	\$35.73	\$37.33	\$39.01	\$40.75
21	\$21.10	\$21.96	\$22.87	\$23.82	\$24.82	\$25.86	\$26.96	\$28.12	\$29.34	\$30.60	\$31.94	\$33.35	\$34.83	\$36.37	\$37.99	\$39.69	\$41.50
22	\$21.44	\$22.32	\$23.25	\$24.22	\$25.25	\$26.30	\$27.43	\$28.60	\$29.84	\$31.14	\$32.51	\$33.94	\$35.45	\$37.02	\$38.67	\$40.41	\$42.24
23	\$21.80	\$22.69	\$23.63	\$24.63	\$25.66	\$26.77	\$27.91	\$29.11	\$30.36	\$31.68	\$33.08	\$34.53	\$36.07	\$37.69	\$39.37	\$41.14	\$43.01
24	\$22.16	\$23.07	\$24.04	\$25.05	\$26.10	\$27.21	\$28.37	\$29.61	\$30.89	\$32.25	\$33.65	\$35.15	\$36.72	\$38.36	\$40.08	\$41.89	\$43.79
25	\$22.51	\$23.46	\$24.44	\$25.47	\$26.55	\$27.68	\$28.86	\$30.11	\$31.43	\$32.82	\$34.25	\$35.77	\$37.37	\$39.05	\$40.81	\$42.66	\$44.60
26	\$22.90	\$23.85	\$24.85	\$25.89	\$26.99	\$28.16	\$29.37	\$30.64	\$31.98	\$33.39	\$34.86	\$36.42	\$38.05	\$39.76	\$41.54	\$43.43	\$45.40
27	\$23.27	\$24.25	\$25.28	\$26.34	\$27.46	\$28.65	\$29.87	\$31.17	\$32.55	\$33.98	\$35.49	\$37.06	\$38.71	\$40.47	\$42.30	\$44.22	\$46.22
28	\$23.67	\$24.65	\$25.69	\$26.79	\$27.94	\$29.14	\$30.40	\$31.73	\$33.12	\$34.58	\$36.12	\$37.73	\$39.42	\$41.21	\$43.07	\$45.02	\$47.09
29	\$24.16	\$25.16	\$26.23	\$27.36	\$28.52	\$29.76	\$31.06	\$32.41	\$33.85	\$35.35	\$36.92	\$38.58	\$40.31	\$42.13	\$44.04	\$46.06	\$48.17
30	\$24.67	\$25.70	\$26.80	\$27.95	\$29.15	\$30.42	\$31.73	\$33.14	\$34.60	\$36.15	\$37.75	\$39.44	\$41.23	\$43.09	\$45.06	\$47.11	\$49.27

Note: Steps do not equate to years of experience.

Classified Positions for SY 2026-2027 By Job Title				
Title	Grade	Hours Per Day	Days Per Year	Hours Per Year
ACCOUNTING CLERK II	GG	7.5	252	1890
ACCOUNTING TECHNICIAN	JJ	7.5	252	1890
ADMINISTRATIVE SECRETARY I	HH	7.5	252	1890
ADMINISTRATIVE SECRETARY II	KK	7.5	252	1890
AREA CUSTODIAL MANAGER	PP	8	252	2016
ATTENDANCE TECHNICIAN	HH	6.5	220	1430
AUTO PARTS CLERK	FF	8	252	2016
AUTOMOTIVE FUELER	CC	8	252	2016
AUTOMOTIVE TECHNICIAN I	JJ	8	252	2016
AUTOMOTIVE TECHNICIAN II	MM	8	252	2016
AUTOMOTIVE TECHNICIAN III	OO	8	252	2016
BOILER SHOP MECHANIC III	MM	8	252	2016
BUDGET SPECIALIST	MM	7.5	252	1890
BUSINESS AND FINANCE ADMINISTRATIVE SPECIALIST	MM	7.5	252	1890
CARPENTER I	HH	8	252	2016
CARPENTER II	KK	8	252	2016
CARPENTER III	MM	8	252	2016
CENTRAL SCHOOL NUTRITION ASSISTANT	BB	5	186	930
CLERICAL SPECIALIST II	GG	7.5	252	1890
COMMUNICATIONS TECHNOLOGY SPECIALIST	LL	7.5	252	1890
CUSTODIAL BUILDING SUPERVISOR I	HH	8	252	2016
CUSTODIAL BUILDING SUPERVISOR II	HH	8	252	2016
CUSTODIAL BUILDING SUPERVISOR III	HH	8	252	2016
CUSTODIAL BUILDING SUPERVISOR IV	HH	8	252	2016
CUSTODIAN I	AA	7	195	1365
CUSTODIAN II	BB	8	252	2016
CUSTODIAN III	EE	8	252	2016
DIGITAL MEDIA & AI INTEGRATION SPECIALIST	MM	7.5	252	1890
DISPATCHER	MM	8	252	2016
EDUCATIONAL INTERPRETER III	QQ	7	186	1302
ELECTRICIAN	KK	8	252	2016
ELECTRICIAN III	MM	8	252	2016
ELECTRONICS TECHNICIAN II	KK	8	252	2016
ELECTRONICS TECHNICIAN III	MM	8	252	2016
EXECUTIVE ASSISTANT TO THE SUPERINTENDENT	QQ	7.5	252	1890
EXECUTIVE SECRETARY	MM	7.5	252	1890
FAMILY ENGAGEMENT TRANSITION SPECIALIST	II	7.5	220	1650
FAMILY ENGAGEMENT SPECIALIST	HH	6.5	183	1189.5
FIELD SUPERVISOR, TRANSPORTATION	NN	8	252	2016
FLOOR TILE MECHANIC	JJ	8	252	2016
FOOD SERVICE MECHANIC III	MM	8	252	2016
GARAGE SUPERVISOR	PP	8	252	2016
GRANT ACQUISITION CLERK I	KK	7.5	252	1890
GRANT REIMBURSEMENT SPECIALIST	MM	7.5	252	1890

HEAT PLANT MECHANIC III	MM	8	252	2016
HELP DESK TECHNICIAN I	FF	7.5	252	1890
HUMAN RESOURCES ASSISTANT I	HH	7.5	252	1890
HUMAN RESOURCES INFORMATION AND TECHNOLOGY ASSISTANT	KK	7.5	252	1890
HUMAN RESOURCES TECHNICIAN	MM	7.5	252	1890
HVAC CONTROLS MECHANIC II	KK	8	252	2016
HVAC CONTROLS MECHANIC III	MM	8	252	2016
HVAC MECHANIC III	PP	8	252	2016
INFORMATION SYSTEMS SPECIALIST I	NN	7.5	252	1890
INFORMATION SYSTEMS SPECIALIST II	OO	7.5	252	1890
IN-SCHOOL SUSPENSION ASSISTANT	DD	7	182	1274
JOB COACH ASSISTANT	FF	6.5	182	1183
LEAD ACCOUNTING TECHNICIAN	NN	7.5	252	1890
LEAD PAYROLL CLERK	LL	7.5	252	1890
LIBRARY MEDIA ASSISTANT I	EE	6.5	186	1209
LIBRARY MEDIA ASSISTANT I	EE	3.25	186	604.5
LIBRARY MEDIA ASSISTANT II	HH	6.5	186	1209
LIBRARY MEDIA ASSISTANT II	HH	7.5	186	1395
LIBRARY MEDIA TECHNICIAN	HH	6.5	186	1209
LOBBY ADMINISTRATIVE ASSISTANT	HH	7.5	252	1890
LOCKSMITH II	KK	8	252	2016
LOCKSMITH III	MM	8	252	2016
MAIL CLERK	EE	7.5	252	1890
MAINTENANCE SUPERVISOR	PP	8	252	2016
MEAL APPLICATION PROGRAM CLERK	KK	7.5	252	1890
MEDICAID REPORTING SPECIALIST	OO	7.5	252	1890
NETWORK ENGINEER I	PP	7.5	252	1890
OPERATIONS CENTER TECHNICIAN	HH	7.5	252	1890
PAINTER I	HH	8	252	2016
PAINTER II	KK	8	252	2016
PAINTER III	MM	8	252	2016
PAYROLL ASSISTANT	OO	7.5	252	1890
PAYROLL CLERK II	II	7.5	252	1890
PAYROLL TECHNICIAN	JJ	7.5	252	1890
PLASTERER	KK	8	252	2016
PLASTERER III	MM	8	252	2016
PLUMBER/PIPEFITTER I	HH	8	252	2016
PLUMBER/PIPEFITTER II	KK	8	252	2016
PLUMBER/PIPEFITTER III	PP	8	252	2016
PREVENTIVE MAINTENANCE TECHNICIAN II	KK	8	252	2016
PRINTER I	HH	7.5	252	1890
PRINTER II	JJ	7.5	252	1890
PRINTING SERVICES MANAGER	LL	7.5	252	1890
PROCUREMENT TECHNICIAN	KK	7.5	252	1890
REVENUE SPECIALIST	NN	7.5	252	1890
RISK MANAGEMENT SPECIALIST II	LL	7.5	252	1890

ROUTING MANAGER	LL	8	252	2016
SCHOOL BUS ASSISTANT	DD	6	183	1098
SCHOOL BUS DRIVER I	MM	6	183	1098
SCHOOL BUS DRIVER II	MM	8	210	1680
SCHOOL BUS DRIVER II	MM	8	252	2016
SCHOOL CLERICAL SPECIALIST I	EE	7.5	200	1500
SCHOOL CLERICAL SPECIALIST I	EE	7.5	220	1650
SCHOOL CLERICAL SPECIALIST I	GG	7.5	252	1890
SCHOOL CLERICAL SPECIALIST II	GG	7.5	200	1500
SCHOOL CLERICAL SPECIALIST II	GG	7.5	252	1890
SCHOOL OFFICE MANAGER I	JJ	7.5	220	1650
SCHOOL OFFICE MANAGER I	JJ	7.5	252	1890
SCHOOL OFFICE MANAGER II	KK	7.5	252	1890
SCHOOL OFFICE MANAGER III	LL	7.5	252	1890
SCHOOL NUTRITION ASSISTANT I	DD	5	186	930
SCHOOL NUTRITION MANAGER I	HH	7.5	190	1425
SCHOOL NUTRITION MANAGER II	II	7.5	190	1425
SCHOOL NUTRITION MANAGER III	JJ	7.5	190	1425
SCHOOL NUTRITION MANAGER IV	KK	7.5	190	1425
SCHOOL NUTRITION MANAGER V	LL	7.5	190	1425
SECURITY ASSISTANT	JJ	7.5	252	1890
SECURITY OFFICER	MM	7.5	252	1890
SCHOOL NUTRITION SERVICES CENTER SUPERVISOR	MM	7.5	252	1890
SCHOOL NUTRITION SERVICES DEPARTMENT SUPERVISOR	MM	7.5	252	1890
SCHOOL NUTRITION SERVICES TRUCK DRIVER	MM	7.5	252	1890
SCHOOL NUTRITION SERVICES WAREHOUSE INVENTORY TECHNICIAN	HH	7.5	252	1890
SCHOOL SECURITY ZONE SUPERVISOR	OO	8	252	2016
SHOP SUPERVISOR, BOILER	PP	8	252	2016
SHOP SUPERVISOR, CARPENTRY	PP	8	252	2016
SHOP SUPERVISOR, ELECTRICAL AND LIGHTING	PP	8	252	2016
SHOP SUPERVISOR, ELECTRONICS	PP	8	252	2016
SHOP SUPERVISOR, FOOD SERVICE	PP	8	252	2016
SHOP SUPERVISOR, HVAC CONTROL	PP	8	252	2016
SHOP SUPERVISOR, HVAC	QQ	8	252	2016
SHOP SUPERVISOR, LOCK AND DOOR HARDWARE	PP	8	252	2016
SHOP SUPERVISOR, PAINT	PP	8	252	2016
SHOP SUPERVISOR, PLUMBING AND PIPEFITTING	QQ	8	252	2016
SHOP SUPERVISOR, REFRIGERATION EQUIPMENT	PP	8	252	2016
SHOP SUPERVISOR, ROOFING AND PREVENTIVE MAINTENANCE	PP	8	252	2016
STUDENT DATA SPECIALIST I	FF	7.5	220	1650
STUDENT DATA SPECIALIST II	GG	7.5	252	1890
STUDENT DATA SPECIALIST II	GG	7.5	220	1650
STUDENT DATA SPECIALIST, K-8 SCHOOL	GG	7.5	220	1650
TEACHER ASSISTANT – CHKD	GG	7.5	220	1650
TEACHER ASSISTANT – COMPUTER ASSISTED LEARNING	GG	6.5	182	1183
TEACHER ASSISTANT – HEALTH & PHYSICAL EDUCATION	GG	6.5	182	1183

TEACHER ASSISTANT – PRE K-3 YEAR OLDS	GG	6.5	182	1183
TEACHER ASSISTANT – PRE K-4 YEAR OLDS	GG	6.5	182	1183
TEACHER ASSISTANT – SPED	GG	6.5	182	1183
TEACHER ASSISTANT	GG	6.5	182	1183
TEACHER NURSE ASSISTANT	GG	6.5	182	1183
TRAINING AND SAFETY SPECIALIST	NN	8	252	2016
TRANSPORTATION AUTO CLERK	FF	7.5	252	1890
TRANSPORTATION CLERK	HH	7.5	252	1890
TRUCK DRIVER – WAREHOUSE	EE	8	252	2016
WAREHOUSE CLERK	EE	8	252	2016
WAREHOUSE MANAGER	QQ	8	252	2016
WAREHOUSE OPERATIONS WORKER	EE	8	252	2016
WORK ORDER PROCESS TECHNICIAN	HH	7.5	252	1890

Athletic Stipend Rates (Annual) for SY 2026-2027

Description	Pay Rate	Pay Code
ATHLETIC DIRECTOR (MIDDLE SCHOOL)	\$5,090.00	789
BASEBALL COACH (MIDDLE SCHOOL)	\$1,500.00	746
BASEBALL COACH, JUNIOR VARSITY (HIGH SCHOOL)	\$2,575.00	717
BASEBALL COACH, VARSITY (HIGH SCHOOL)	\$3,000.00	711
BASKETBALL COACH (MIDDLE SCHOOL)	\$1,500.00	730
BASKETBALL COACH, JUNIOR VARSITY (HIGH SCHOOL)	\$2,400.00	708
BASKETBALL COACH, VARSITY (HIGH SCHOOL)	\$4,000.00	702
CHEERLEADING COACH, FALL (MIDDLE SCHOOL)	\$1,500.00	703
CHEERLEADING COACH, SIDELINE AND COMPETITION (MIDDLE SCHOOL)	\$1,527.00	707
CHEERLEADING COACH, JUNIOR VARSITY (HIGH SCHOOL)	\$2,144.00	824
CHEERLEADING COACH, VARSITY (HIGH SCHOOL)	\$4,496.00	823
CROSS COUNTRY COACH (HIGH SCHOOL)	\$2,373.00	727
DRAMA (HIGH SCHOOL)	\$1,475.00	807
DISTRICT POLE VAULT COACH (HIGH SCHOOL)	\$2,000.00	748
FIELD HOCKEY (MIDDLE SCHOOL)	\$1,500.00	733
FIELD HOCKEY COACH, JUNIOR VARSITY (HIGH SCHOOL)	\$2,324.00	728
FIELD HOCKEY COACH, VARSITY (HIGH SCHOOL)	\$3,000.00	724
FOOTBALL COACH, HEAD (HIGH SCHOOL)	\$6,900.00	700
FOOTBALL COACH, ASSISTANT (HIGH SCHOOL)	\$4,725.00	701
FOOTBALL COACH, ASSISTANT (MIDDLE SCHOOL)	\$1,500.00	745
FOOTBALL COACH, HEAD (MIDDLE SCHOOL)	\$1,750.00	744
FORENSICS COACH (MIDDLE SCHOOL)	\$1,049.00	734
FORENSICS COACH (HIGH SCHOOL)	\$1,333.00	827
GOLF COACH (HIGH SCHOOL)	\$2,000.00	729
INDOOR TRACK COACH, ASSISTANT (HIGH SCHOOL)	\$2,150.00	710
INDOOR TRACK COACH, HEAD (HIGH SCHOOL)	\$3,000.00	705
SCHOLASTIC BOWL (MIDDLE SCHOOL)	\$1,018.00	713
SCHOLASTIC BOWL (HIGH SCHOOL)	\$1,772.00	829
SOCCER COACH (HIGH SCHOOL)	\$3,000.00	712
SOCCER COACH (MIDDLE SCHOOL)	\$1,500.00	736
SOFTBALL COACH (MIDDLE SCHOOL)	\$1,500.00	747
SOFTBALL COACH, JUNIOR VARSITY (HIGH SCHOOL)	\$2,575.00	719
SOFTBALL COACH, VARSITY (HIGH SCHOOL)	\$3,000.00	714
SWIMMING COACH (HIGH SCHOOL)	\$3,000.00	706
TENNIS COACH (HIGH SCHOOL)	\$2,519.00	720
TENNIS COACH (MIDDLE SCHOOL)	\$1,500.00	737
TRACK COACH (MIDDLE SCHOOL)	\$1,500.00	740
TRACK COACH, ASSISTANT (HIGH SCHOOL)	\$2,150.00	722
TRACK COACH, HEAD (HIGH SCHOOL)	\$3,000.00	715
VOLLEYBALL COACH (HIGH SCHOOL)	\$3,000.00	726
VOLLEYBALL COACH (MIDDLE SCHOOL)	\$1,500.00	741
WRESTLING COACH (MIDDLE SCHOOL)	\$1,500.00	743
WRESTLING COACH, ASSISTANT (HIGH SCHOOL)	\$2,160.00	709
WRESTLING COACH, HEAD (HIGH SCHOOL)	\$3,678.00	704

Other Stipend Rates (Annual) for SY 2026-2027

Description	Pay Rate	Pay Code
8-HOUR EXTENDED DAY	\$2,797.00	767
ADDITIONAL BELL	PRO-RATED	678
ADDITIONAL DUTIES	PRO-RATED	750
AUTOMOTIVE SERVICE EXCELLENCE (ASE) - CERTIFICATE	\$172.00	751
AUTOMOTIVE SERVICE EXCELLENCE (ASE) - MASTERS	\$917.00	752
BACKFLOW PREVENTION CERTIFICATION	\$1,341.00	786
BAND DIRECTOR (HIGH SCHOOL)	\$3,750.00	774
BAND DIRECTOR (MIDDLE SCHOOL)	\$1,400.00	777
CAREER AND TECHNICAL EDUCATION ORGANIZATION ADVISOR (MIDDLE AND HIGH SCHOOL)	\$984.00	820
CHILD AND ADULT CARE FOOD PROGRAM	\$1,000.00	832
CHORAL DIRECTOR (HIGH SCHOOL)	\$2,500.00	775
CHORAL DIRECTOR (MIDDLE SCHOOL)	\$1,400.00	778
CLASS SPONSOR - 12TH GRADE	\$1,158.00	806
CLASS SPONSOR - 9TH, 10TH, OR 11TH GRADE	\$809.00	805
DEAN OF STUDENTS	\$1,915.00	792
DEPARTMENT CHAIR - LEVEL I (3 TO 7 TEACHERS)	\$1,203.00	793
DEPARTMENT CHAIR - LEVEL II (8 TO 12 TEACHER)	\$1,605.00	794
DEPARTMENT CHAIR - LEVEL III (13+ TEACHERS)	\$1,915.00	795
EDUCATORS RISING SPONSOR (HIGH SCHOOL)	\$525.00	810
ELEMENTARY GRADE CHAIR	\$756.00	797
EXTENDED DAY	\$84.46 PER PAY PERIOD	768
FRESH FRUIT & VEGETABLE PROGRAM	\$500.00	814
GROUNDS PATROL (EXEMPT EMPLOYEES)	\$1,440.00	811
HEAD BUS DRIVER	\$1,000.00	783
HEAD DISPATCHER	\$600.00	803
INFORMATION TECHNOLOGY ZONE LEADER	\$42.39 PER PAY PERIOD	882
INSTRUCTIONAL SPECIALIST (10.5 MONTHS)	\$85.96 PER PAY PERIOD	629
INTERNATIONAL BACCALAURETE PROGRAM	\$1,788.00	800
INTRAMURALS	\$1,230.00	828
KEY COMMUNICATOR	\$710.00	834
LEAD SECURITY OFFICER	\$1,500.00	802
LITERARY MAGAZINE SPONSOR (HIGH SCHOOL)	\$838.00	815
MASTER JOURNEYMAN'S LICENSE	\$1,341.00	787
NATIONAL BOARD CERTIFICATION	\$2,755.00	757
NATIONAL HONOR SOCIETY SPONSOR (MIDDLE AND HIGH SCHOOL)	\$590.00	812
NEWSPAPER SPONSOR (HIGH SCHOOL)	\$984.00	816
NEWSPAPER SPONSOR (MIDDLE SCHOOL)	\$732.00	817
ORCHESTRA DIRECTOR (HIGH SCHOOL)	\$1,400.00	776
ORCHESTRA DIRECTOR (MIDDLE SCHOOL)	\$1,400.00	779
PROGRAM LEADER	\$82.40 PER PAY PERIOD	772
PROGRAM LEADER (10.5 MONTHS)	\$76.67 PER PAY PERIOD	628
PSP - ADVANCED	\$963.00	761
PSP - ADVANCED II	\$1,042.00	759

PSP - ADVANCED III	\$1,112.00	760
PSP - ASSOCIATE	\$894.00	762
PSP - BACHELOR'S DEGREE	\$1,193.00	763
PSP - BASIC	\$814.00	764
PSP - MASTER'S DEGREE	\$1,788.00	765
REGISTRY FOR INTERPRETERS OF THE DEAF CERTIFICATION	\$130.24 PER PAY PERIOD	680
SCHOOL NUTRITION ASSOCIATION CERTIFICATION/FOOD SAFETY PROGRAM	\$600.00	785
SCHOOL WELLNESS CHAMPION	\$500.00	716
STATE INSPECTION LICENSE	\$1,180.00	784
STUDENT GOVERNMENT SPONSOR (HIGH SCHOOL)	\$1,018.00	818
STUDENT GOVERNMENT SPONSOR (MIDDLE SCHOOL)	\$838.00	819
TEACHER ASSISTANT WITH BACHELOR'S DEGREE	\$1,193.00	754
TEACHER ASSISTANT WITH DIFFICULT DUTIES	\$52.11 PER PAY PERIOD	753
TEACHER SPECIALIST	\$90.36 PER PAY PERIOD	770
TEST CHAIR	\$1,500.00	864
THIRD-PARTY DMV TRAINER/TESTER	\$1,200.00	804
YEARBOOK SPONSOR (MIDDLE SCHOOL)	\$838.00	822
YEARBOOK SPONSOR (HIGH SCHOOL)	\$1,124.00	821

Athletics Part-Time Pay Rates (Hourly) for SY 2026-2027

Description	Pay Rate	Pay Code
ANNOUNCER	\$15.05	699
ATHLETIC TRAINER (NON-CONTRACTED)	\$25.00	690
CONCESSION STAND MANAGER	\$23.00	698
CONCESSION STAND WORKER	\$15.05	693
CUSTODIAN, SPORTS EVENTS - BASKETBALL AND WRESTLING	\$19.00	692
CUSTODIAN, SPORTS EVENTS - FOOTBALL	\$26.92	696
FIELD MANAGER	\$33.00	695
LAUNDRY AND EQUIPMENT	\$26.00	697
OFFICER IN CHARGE	\$40.00	738
POLICE, SPORTS EVENTS – NORFOLK POLICE DEPARTMENT OFFICER	\$50.00	691
POLICE, SPORTS EVENTS – NORFOLK SHERRIF’S DEPUTY	\$50.00	691
SCOREKEEPER	\$15.05	693
SECURITY GUARD	\$23.00	698
STADIUM HOUSEKEEPING	\$15.05	739
STARTER	\$19.00	692
TICKET TAKER	\$15.05	694
TIMER	\$15.05	693
VIDEOGRAPHER	\$15.05	699

School Nutrition Services Part-Time Pay Rates (Hourly) for SY 2026-2027		
Description	Pay Rate	Pay Code
LUNCHROOM MONITOR	\$15.05	862
SCHOOL NUTRITION ASSISTANT (REGULAR PART-TIME/NON-SUBSTITUTE)	\$15.05	633
SCHOOL NUTRITION ASSISTANT – SUMMER (NON-CONTRACTED)	\$15.05	634
SCHOOL NUTRITION ASSISTANT – SUMMER (CONTRACTED)	CONTRACTED RATE	202
SCHOOL NUTRITION MANAGER – SUMMER (CONTRACTED, CURRENT MANAGER)	CONTRACTED RATE	202
SCHOOL NUTRITION MANAGER – SUMMER (CONTRACTED, ACTING MANAGER)	\$18.06	635
SCHOOL NUTRITION MANAGER TRAINEE (CONTRACTED RATE + 859)	\$1.50	859
SUBSTITUTE SCHOOL NUTRITION ASSISTANT	\$15.05	645

Summer Part-Time Pay Rates (Hourly) for SY 2026-2027

Description	Pay Rate	Pay Code
BUS ASSISTANT (CONTRACTED EMPLOYEE)	CONTRACTED RATE	202
BUS ASSISTANT (NON-CONTRACTED EMPLOYEE)	\$15.05	630
BUS DRIVER (CONTRACTED EMPLOYEE)	CONTRACTED RATE	202
BUS DRIVER (RETIRED NPS BUS DRIVER)	RETIREMENT RATE	616
CENTER LEADER	\$41.00	833
IN-SERVICE PARTICIPANT, TEACHER	\$18.50	856
INTERPRETER	\$25.00	659
MAINTENANCE HELPER	\$15.05	640
MEDIA CLERK	\$15.05	648
MEDIA SPECIALIST	\$40.00	643
NURSE	\$40.00	643
SCHOOL COUNSELOR	\$40.00	643
SOCIAL WORKER	\$45.00	845
TEACHER (LICENSED)	\$40.00	643

Year-Round Part-Time Pay Rates (Hourly) for SY 2026-2027		
Description	Pay Rate	Pay Code
21 ST CENTURY GRANT PROGRAM COORDINATOR	\$36.00	833
21 ST CENTURY GRANT TEACHER	\$30.00	844
AFTER THE BELL TEACHER	\$27.00	666
ATHLETICS ACADEMIC ADVISOR	\$30.00	844
AUTOMOTIVE SERVICE WORKER	\$15.05	638
BEFORE/AFTER SCHOOL PROGRAM ASSISTANT	\$15.05	869
BEFORE/AFTER SCHOOL PROGRAM MONITOR	\$15.05	854
BUSINESS MANAGER	\$23.00	698
CDL TRAINING	\$15.05	615
CLERICAL	\$15.05	884
COE STUDENT	\$15.05	689
CONTINUING POSITION AFTER RETIREMENT	PRO-RATED	683
CUSTODIAN	\$15.05	636
DRIVER EDUCATION INSTRUCTOR PROFESSIONAL	\$30.00	838
DROPOUT PREVENTION & RETRIEVAL ASSISTANT	\$15.05	644
EMPLOYEE AND STUDENT WELLNESS ASSISTANT	\$15.05	884
ENGINEER ON-CALL	\$15.05	881
FIRST AID/CPR/AED INSTRUCTOR	\$25.63	874
FLAG & AUXILIARY ASSISTANT	\$15.05	839
GIFTED COMMUNITY RESOURCES INSTRUCTOR I	\$33.00	848
GIFTED COMMUNITY RESOURCES INSTRUCTOR II	\$26.00	849
GIFTED COMMUNITY RESOURCES INSTRUCTOR III	\$23.00	847
GROUNDS PATROL (NON-EXEMPT EMPLOYEES)	\$15.05	841
IN SCHOOL TIME OUT MONITOR	\$15.05	656
INFORMATION TECHNOLOGY JOB TRAINER	VARIOUS	880
IN-SERVICE LEADER, CLASSIFIED	\$15.05	855
IN-SERVICE LEADER, TEACHER	\$27.00	850
IN-SERVICE PARTICIPANT, CLASSIFIED OR PART-TIME	\$15.05	853
IN-SERVICE PARTICIPANT, TEACHER	\$16.25	851
INTERPRETER - QAS LEVEL 3	PRO-RATED	679
MEDIA CLERK	\$15.05	648
MEDIA TECHNICIAN	\$15.05	869
MENTORING COORDINATOR	PRO-RATED	837
NURSE	\$40.00	643
OCCUPATIONAL THERAPIST	\$45.00	639
OFFICE WORKER	\$15.05	650
PHYSICAL THERAPIST	\$45.00	639
PIANIST	\$27.00	684
PSYCHOLOGIST	\$45.00	639
PSYCHOLOGIST INTERN	\$20.50	674
SATURDAY SCHOOL ASSISTANT	\$15.05	870
SATURDAY SCHOOL LEADER	\$28.50	842
SCHOOL BUS ASSISTANT	\$15.05	630

SCHOOL BUS DRIVER	\$24.75	631
SCHOOL COUNSELOR (EXTENDED TIME)	PRO-RATED	637
SOCIAL WORKER	\$45.00	845
SECURITY	\$15.05	871
SPEECH THERAPIST	\$45.00	639
STANDARDS OF LEARNING SCORER/EVALUATOR	\$31.50	843
STROLLING SILVER STRINGS ACCOMPANIST	\$24.00	835
STUDENT MENTOR	\$15.05	875
TEACHER (LICENSED)	\$30.00	844
TUTOR	\$25.00	675
TEACHER ASSISTANT	\$15.05	652
TEST PROCTOR	\$27.00	852
TITLE I ASSISTANT (AFTER SCHOOL)	\$15.05	893
WAREHOUSE WORKER	\$15.05	640

Substitute Rates for SY 2026-2027		
Description	Pay Rate	Pay Code
SUBSTITUTE CUSTODIAN	\$15.05	636
SUBSTITUTE DRIVER EDUCATION ASSISTANT	\$15.05	769
SUBSTITUTE MAINTENANCE WORKER	\$15.05	640
SUBSTITUTE SCHOOL BUS ASSISTANT	\$15.05	630
SUBSTITUTE SCHOOL BUS DRIVER	\$24.75	631
SUBSTITUTE SCHOOL BUS DRIVER, RETIRED NPS SCHOL BUS DRIVER	RETIREMENT RATE	616
SUBSTITUTE SCHOOL NUTRITION ASSISTANT	\$15.05	645
SUBSTITUTE SECRETARY, FORMER NPS EMPLOYEE WITH 5+ YEARS OF EXPERIENCE	\$18.00	658
SUBSTITUTE SECURITY OFFICER	\$15.05	877
SUBSTITUTE TEACHER, DAILY	\$23.00	646
SUBSTITUTE TEACHER, LONG-TERM, WITHOUT FOUR-YEAR DEGREE	\$26.00	657
SUBSTITUTE TEACHER, LONG-TERM, WITH FOUR-YEAR DEGREE	\$33.50	670
SUBSTITUTE TEACHER ASSISTANT, DAILY	\$15.05	652
SUBSTITUTE TEACHER ASSISTANT, LONG-TERM	\$17.50	653
TEACHER ASSISTANT ASSUMING TEACHER DUTIES, FULL-DAY	\$40.00	500
TEACHER ASSISTANT ASSUMING TEACHER DUTIES, HALF-DAY	\$20.00	500

Student Caseload Payments for SY 2026-2027

State-Approved Cap	Student Caseload	Pay Rate	Pay Code
150	151 – 160	\$10.00/Day	500
150	161 – 170	\$15.00/Day	500
150	171 – 200	\$20.00/Day	500
200	201 – 210	\$10.00/Day	500
200	211 – 220	\$15.00/Day	500
200	221 – 230	\$20.00/Day	500
200	231 and Over	\$30.00/Day	500